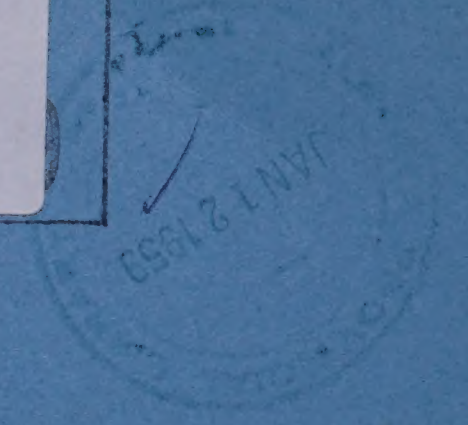
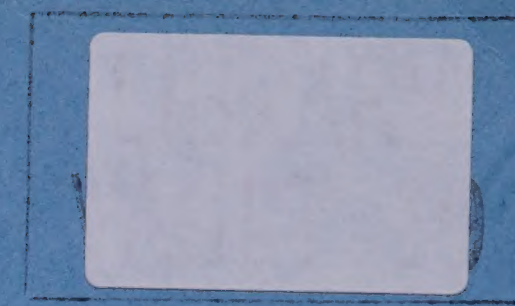


REPORT NO. 1.



WAGE AND SALARY RATE SURVEY - ALBERTA

1 MAY 1957

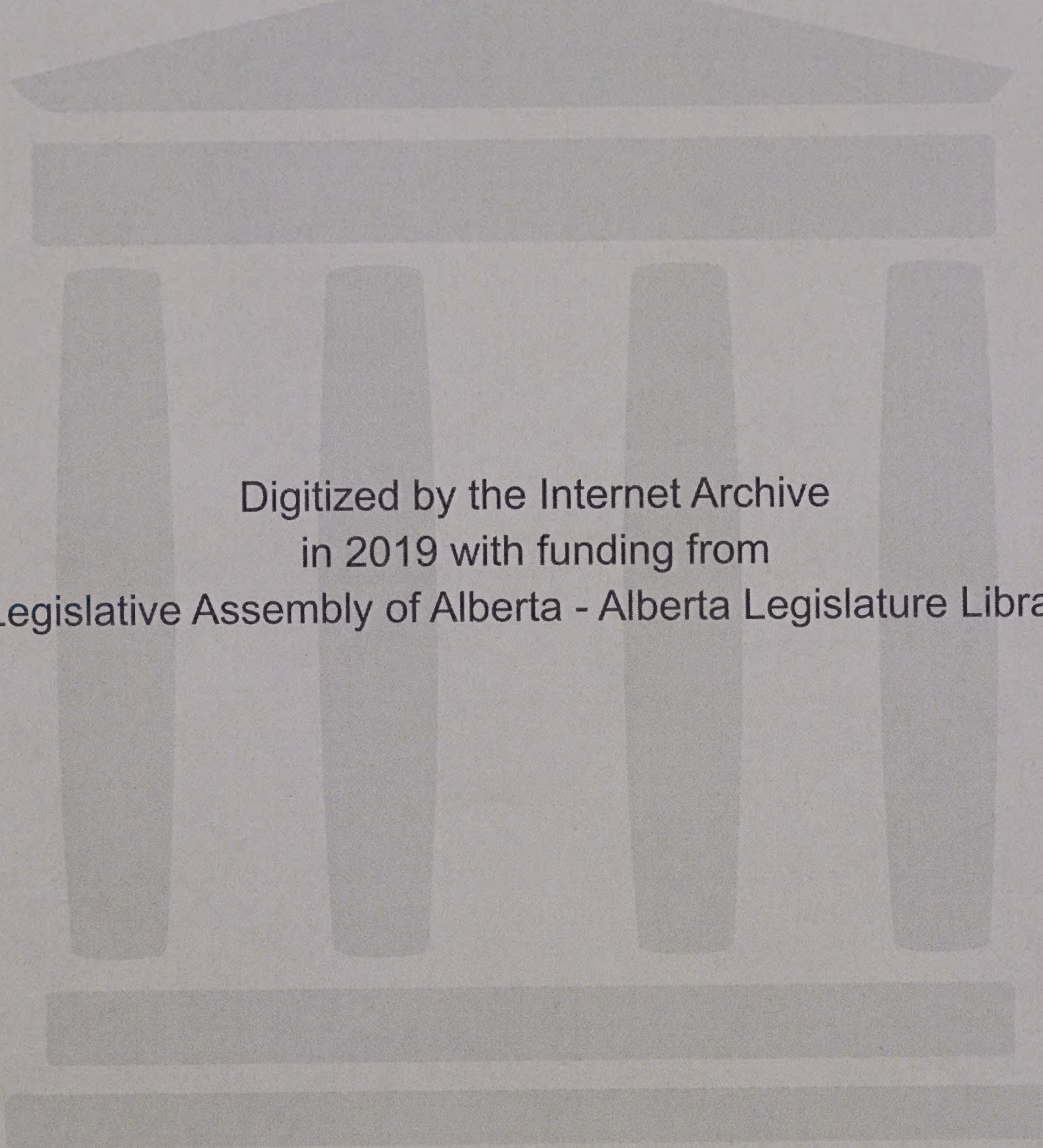
RANGE OF WAGES, WEIGHTED AVERAGES AND MEDIANS

ALBERTA AND FOUR MAJOR CITIES

CA2 ALTD 70
A48
1957, Pt.1
C.1



PREPARED BY BUREAU OF STATISTICS,
DEPARTMENT OF INDUSTRIES AND LABOUR,
EDMONTON, ALBERTA
JUNE 24, 1957.



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WAGE AND SALARY RATE SURVEY - ALBERTA

1 May 1957

Selected Positions by type of firm and four major cities of the province.

Questionnaires were sent out to ten types of employing organizations in the four major cities of the province on 1 May 1957.

Reports Received - 569
Coverage - Male - 13,048
Female - 7,877

Employee Coverage By Type of Firm and Location

By Type of Firm	Manu- facturing	Oil Firms	Public Service	Department Stores	Food Stores	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	839	1,702	1,246	579	456	642	460	1,044	622	581	8,171
Edmonton	1,691	389	2,815	1,225	80	603	296	1,618	955	712	10,384
Lethbridge	139	-	157	74	64	171	87	297	322	207	1,518
Medicine Hat ..	142	-	306	71	57	75	36	62	90	13	852
ALBERTA:	2,811	2,091	4,524	1,949	657	1,491	879	3,021	1,989	1,513	20,925

Employee Coverage by Sex and Location

	Male	Female
Calgary	4,773	3,398
Edmonton	6,869	3,515
Lethbridge	836	682
Medicine Hat	570	282
TOTAL:	13,048	7,877

Firms Reporting by Type and Location

By Type of Firm	Manu- facturing	Oil Firms	Public Service	Department Stores	Food Stores	Automotive Firms	Financial Firms	Retail Firms	Institutions	Construction Firms	TOTAL
Calgary	24	36	4	4	11	21	18	70	8	16	212
Edmonton	40	7	3	5	12	11	16	106	8	19	227
Lethbridge	10	-	1	2	5	12	11	37	2	9	89
Medicine Hat ...	8	-	1	1	4	6	7	10	2	2	41
TOTAL	82	43	9	12	32	50	52	223	20	46	569

In this publication the wage range, the median wage and the weighted average wage are given for each position, with sub ranges shown based on total employment (or size) of the reporting firms. Wherever there seemed to be enough employees reported to give a fair representation of the wage picture, similar figures were given for one or more of the cities. In general, the larger the number of reporting firms and of employees reported, the more representative will be the ranges and the averages.

Salary Range: The "Alberta" range was examined closely. Salaries in the upper and lower deciles which were abnormally high or low were excluded from the range reported as being unrepresentative.

Only a sample of the Provincial civil service personnel in Edmonton is included.

The relatively small numbers of persons shown in some positions (e.g. 18 and 21) may bias the true range one way or another.

No allowance has been made in the report, or on the

questionnaire, for experience or qualifications of the person in the position. To some extent this explains the wide range and disparity in male - female wages.

Hourly Rates: Many positions were reported at hourly rates of pay. For purpose of this report these were all converted to monthly rates by the following formula:

$$\frac{\text{Hourly rate} \times \text{number of hours per week} \times 52 \text{ weeks}}{12 \text{ months}}$$

For example for a person working a 40 hr. week at \$1.44 per hour the monthly rate would be as follows:

$$\frac{1.44 \times 40 \times 52}{12} = \$249.60 \text{ (i.e. \$250)}$$

Where wages were reported on a weekly basis a similar methodology was followed.

This of course gives an impression of higher annual wages than in fact obtain since it assumes that hourly rated employees work full time for the year.

Reports showing wage ranges, hours of labour, by type of firm, and "fringe" benefits, will be published later as they are prepared.

MONTHLY SALARY AND WAGE RATES

POSITION 1. JUNIOR CLERK.

Firms Reporting		ALBERTA 213				CALGARY 85				EDMONTON 96				LETHBRIDGE 16				MEDICINE HAT 16			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	45	150 - 290	192	196	12	165 - 290	199	206	28	173 - 250	193	200	2	158 - 192		175	3	155 - 204	195	185
	Female	133	117 - 210	158	156	44	131 - 200	162	166	51	135 - 195	163	160	27	125 - 175	130	137	11	120 - 186	136	143
40 - 99	Male	33	160 - 293	175	190	20	160 - 293	178	204	12	170 - 275	195	202	1	*						
	Female	95	115 - 208	143	148	46	125 - 200	143	153	46	130 - 180	145	148	1	150		150	2	115 - 170		143
100 - 399	Male	86	160 - 350	225	228	63	160 - 321	225	225	19	190 - 350	230	247	2	175 - 200		188	2	175		175
	Female	132	121 - 228	160	152	85	121 - 228	152	163	34	121 - 206	166	161	9	135 - 148	137	134	4	125 - 152	139	139
400 +	Male	104	152 - 269	213	210	47	191 - 253	220	217	53	152 - 269	204	204	4	200		200				
	Female	227	136 - 220	173	176	41	136 - 220	190	181	183	145 - 215	173	175	2	145 - 155		150	1	152		152
Summary	Male	268	150 - 350		211	142	160 - 321		218	112	152 - 350		211	9	158 - 200		182	5	155 - 204		181
	Female	587	115 - 228		163	216	121 - 228		165	314	121 - 215		168	39	125 - 175		137	18	115 - 186		142

Definition Performs beginning level clerical work of a routine nature; sorts and distributes mail; addresses, stuffs, and stamps envelopes; keeps of Duties: simple office records; operates standard office equipment such as adding machines, mimeograph and ditto; makes simple arithmetical computations.

MONTHLY SALARY AND WAGE RATES

POSITION 2. GENERAL (INTERMEDIATE) CLERK.

Firms Reporting		ALBERTA 317				CALGARY 112				EDMONTON 147				LETHBRIDGE 34				MEDICINE HAT 24			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	162	175 - 400	270	272	56	190 - 400	289	287	91	180 - 365	265	268	11	220 - 297	250	250	4	179 - 270	245	235
	Female	159	121 - 300	190	195	44	121 - 295	200	202	69	150 - 300	200	207	26	130 - 221	163	170	20	130 - 205	170	175
40 - 99	Male	101	170 - 500	300	303	44	225 - 460	320	326	54	170 - 449	279	286	3	205 - 330	250	262				
	Female	137	121 - 285	190	199	56	135 - 280	200	210	60	145 - 285	186	197	17	121 - 212	162	173	4	165 - 200	173	178
100 - 399	Male	215	200 - 487	290	302	128	200 - 487	313	313	68	206 - 440	275	291	9	217 - 335	282	265	10	205 - 290	264	260
	Female	226	140 - 281	193	202	164	147 - 281	183	200	49	160 - 248	214	213	8	165 - 215	193	190	5	165 - 178	152	167
400 +	Male	399	217 - 473	288	298	236	222 - 457	284	300	157	217 - 380	295	295	3	230 - 250	250	243	3	260 - 329	277	289
	Female	152	160 - 342	217	233	37	190 - 342	291	287	108	160 - 285	215	216	6	175 - 240	200	217	1	225		225
Summary	Male	877	170 - 500		295	464	190 - 487		307	370	180 - 449		286	26	205 - 335		256	17	179 - 329		259
	Female	674	121 - 342		207	301	121 - 342		213	286	145 - 300		209	57	121 - 240		179	30	130 - 225		175

Definition Performs a variety of Clerical duties, under general supervision, involving a good knowledge of office clerical procedures and methods.
of Duties: Gathers source material for reports; maintains and balances various types of ledger accounts; does posting of fairly complex records, etc.; may have responsibility for handling limited funds; may involve personal contact with the public. Assigns routine work to others in work-leader capacity with limited responsibility for disciplinary supervision.

MONTHLY SALARY AND WAGE RATES

POSITION 3. PRINCIPAL (SENIOR) CLERK.

Firms Reporting		ALBERTA 165				CALGARY 67				EDMONTON 68				LETHBRIDGE 17				MEDICINE HAT 13			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	100	238 - 610	360	380	41	290 - 610	400	427	40	238 - 600	325	351	10	240 - 425	294	319	9	260 - 450	335	361
	Female	14	165 - 303	255	254	6	234 - 300	260	267	4	238 - 303	302	291	1	174		174	3	165 - 225	223	205
40 - 99	Male	40	242 - 557	393	391	25	250 - 500	400	397	13	280 - 557	385	394	2	250 - 350		300				
	Female	17	185 - 312	240	237	2	230 - 312		271	14	185 - 262	235	232					1	245		245
100 - 399	Male	94	268 - 648	365	373	69	275 - 525	366	378	20	288 - 575	365	373	4	275 - 335	288	296	1	375		375
	Female	14	240 - 313	275	287	9	260 - 313	295	301	5	240 - 280	265	263								
400 +	Male	73	235 - 608	361	377	23	275 - 608	472	453	43	235 - 455	350	349	7	245 - 330	300	298				
	Female	13	230 - 290	260	262					13	230 - 290	260	262								
Summary	Male	307	235 - 648		378	158	250 - 610		404	116	235 - 600		359	23	240 - 425		307	10	260 - 450		362
	Female	58	165 - 313		259	17	230 - 313		285	36	185 - 303		254	1	174		174	4	165 - 245		215

Definition Acts as office manager in a medium-size office, and supervises the work of from 10 to 20 employees; assigns work and checks its progress of Duties: and completion; orders supplies; directs keeping of records and files.

MONTHLY SALARY AND WAGE RATES

POSITION 4. JUNIOR CLERK-TYPIST.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	83	135 - 238	173	177	33	140 - 235	175	182	43	141 - 238	170	175	5	160 - 179	165	167				
40 - 99 Male																				
Female	71	129 - 255	170	172	38	145 - 255	174	178	29	137 - 241	165	175	2	135 - 160		148				
100 - 399 Male																				
Female	111	125 - 272	172	179	71	145 - 272	182	191	28	130 - 250	163	166	9	125 - 155	142	140				
400 + Male																				
Female	254	135 - 230	180	179	114	150 - 230	183	185	132	145 - 221	174	175	8	135 - 170	148	154				
Male																				
Summary Female	519	125 - 272		178	256	140 - 272		185	232	130 - 250		174	24	125 - 179		151	7	135 - 199		158

Insufficient Numbers

Definition Types reports, case records, statements, letters, charts, and other material from copy and rough drafts; performs simple clerical work of Duties: such as receiving and distributing mail, checking computations, maintaining mailing lists, filing and operating a mimeograph or ditto. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES

POSITION 5. SENIOR CLERK-TYPIST.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	81	150 - 300	200	204	24	165 - 300	213	217	53	150 - 275	200	202	3	150 - 219	185	185				
40 - 99 Male																				
Female	62	140 - 290	204	209	34	140 - 270	225	224	25	142 - 290	187	194	2	140 - 160		150				
100 - 399 Male																				
Female	70	147 - 289	175	189	23	158 - 289	216	222	33	152 - 230	173	177	11	147 - 198	160	161				
400 + Male																				
Female	138	155 - 275	204	206	46	195 - 275	222	231	82	159 - 243	195	196	10	155 - 200	175	174				
Summary Male																				
Female	351	140 - 300		203	127	140 - 300		225	193	142 - 290		194	26	140 - 219		167	5	155 - 200		182

Definition Types reports, case records, statements, etc., from copy and rough drafts which are very detailed and involve a high degree of accuracy of Duties: and speed. May also perform clerical duties requiring some judgment and initiative.

MONTHLY SALARY AND WAGE RATES

POSITION 6. JUNIOR STENOGRAPHER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	117				39				55				14				9			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	61	130 - 229	175	175	18	165 - 229	188	189	30	140 - 210	175	176	10	130 - 179	146	150	3	150 - 160	150	153
40 - 99 Male																				
Female	42	130 - 252	192	192	15	173 - 252	200	205	23	150 - 248	193	192	2	130 - 150		140	2	150 - 152		151
100 - 399 Male																				
Female	95	130 - 310	213	211	66	175 - 310	230	232	16	152 - 230	180	186	6	130 - 160	135	140	7	139 - 160	150	149
400 + Male																				
Female	115	152 - 240	215	206	60	185 - 240	225	225	54	152 - 221	190	185					1	173		173
Summary Male																				
Female	313	130 - 310		206	159	165 - 310		222	123	140 - 248		184	18	130 - 179		146	13	139 - 173		152

Definition Takes and transcribes routine dictation; does general typing and simple clerical work; prepares simple tabulations; keeps time records,
of Duties: occasionally operates duplicating machines and other office machines. This is a beginning level position.

MONTHLY SALARY AND WAGE RATES

POSITION 7. STENOGRAPHER.

Firms Reporting	ALBERTA 283				CALGARY 109				EDMONTON 134				LETHBRIDGE 25				MEDICINE HAT 15			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	235	135 - 320	210	209	84	160 - 300	225	225	122	150 - 320	200	205	19	135 - 242	181	187	10	150 - 204	183	178
40 - 99 Male																				
Female	107	145 - 318	225	225	53	170 - 318	235	237	47	175 - 300	216	221	4	145 - 195	170	170	3	160 - 173	173	169
100 - 399 Male																				
Female	170	156 - 353	225	237	103	156 - 353	240	256	59	162 - 320	220	224	6	162 - 225	180	188	2	180 - 188		184
400 + Male																				
Female	351	160 - 328	240	236	221	183 - 328	240	245	119	160 - 295	225	223	10	165 - 220	195	194	1	243		243
Summary Male																				
Female	863	135 - 353		230	461	156 - 353		246	347	150 - 320		216	39	135 - 242		187	16	150 - 243		181

Definition Takes dictation, transcribes, lays out and types a variety of correspondence and reports, etc., for one or more individuals. May maintain files, answer telephones, handle mail, maintain simple records and perform routine straight-forward clerical duties. Job level above Junior Stenographer but not equal to secretarial job.

MONTHLY SALARY AND WAGE RATES

POSITION 8. SECRETARY.

Firms Reporting	ALBERTA 153				CALGARY 70				EDMONTON 68				LETHBRIDGE 12				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	88	140 - 360	245	246	41	175 - 360	250	260	38	175 - 325	250	251	9	140 - 271	160	180				
40 - 99 Male																				
Female	66	145 - 375	263	269	40	200 - 375	275	280	23	215 - 311	250	258	2	217 - 250		234				
100 - 399 Male	1	510		510	1	510		510												
Female	99	145 - 450	288	285	62	180 - 396	305	300	25	215 - 450	287	290	9	145 - 230	190	193				
400 + Male																				
Female	128	178 - 403	260	275	62	222 - 398	305	301	64	178 - 350	247	251	2	250 - 260		255				
Male	1	510		510	1	510		510												
Summary Female	381	140 - 450		270	205	175 - 398		288	150	175 - 450		259	22	140 - 271		197				

Definition of Duties: Takes dictation, transcribes, lays out and types a variety of correspondence, reports, minutes of meetings, etc., often of a technical nature, for department head or junior executive. Relieves supervisor of routine administrative detail by arranging his appointments, composing and typing replies to routine correspondence for his signature; interviewing callers to determine nature of their business; answering telephone queries; transmitting instructions, etc.; sets up and maintains filing systems and various confidential records. Work requires good knowledge of departmental personnel and their functions. (N. B. Please do not include secretaries to Senior Executives.)

MONTHLY SALARY AND WAGE RATES

POSITION 9. BOOKKEEPER.

Firms Reporting		ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
		195				88				77				14				16			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	43	215 - 425	300	295	19	240 - 425	300	309	20	250 - 368	315	298	1	300		300	3	243 - 360	243	244
	Female	76	136 - 310	219	220	29	145 - 300	240	239	33	150 - 305	222	225	9	136 - 195	160	165	5	145 - 217	200	199
40 - 99	Male	41	195 - 500	305	318	27	205 - 460	312	322	10	270 - 410	315	312	4	225 - 500	263	313				
	Female	36	147 - 305	232	230	20	200 - 305	242	245	12	147 - 300	205	214	2	162 - 238		200	2	280 - 300		190
100 - 399	Male	39	173 - 465	325	331	27	250 - 444	325	334	7	325 - 465	425	386					5	150 - 300	265	237
	Female	23	173 - 305	236	245	12	173 - 305	220	235	8	230 - 282	265	267					3	182 - 260	236	226
400 +	Male	97	300 - 535	430	421	79	300 - 535	445	432	17	300 - 455	373	372					1	334		334
	Female	7	186 - 270	247	232					7	186 - 270	247	232								
Summary	Male	220	173 - 535		361	152	205 - 535		380	54	250 - 465		336	5	225 - 500		310	9	150 - 360		250
	Female	142	136 - 310		226	61	145 - 305		240	60	147 - 305		229	11	136 - 238		172	10	145 - 300		225

Definition of Duties: Maintains a uniform double-entry set of books; maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses; posts and balances general and subsidiary ledgers; prepares claims and payrolls; may supervise several juniors engaged in related duties.

MONTHLY SALARY AND WAGE RATES

POSITION 10. ACCOUNTANT.

Firms Reporting	ALBERTA 68				CALGARY 38				EDMONTON 25				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	18	250 - 650	417	441	13	300 - 650	475	478	3	250 - 450	400	367								
Female	1	250		250	1	250		250												
40 - 99 Male	22	350 - 675	450	468	12	359 - 675	468	476	8	350 - 550	450	461								
Female	3	300 - 375	360	345	2	300 - 375		338	1	360		360								
100 - 399 Male	39	364 - 850	475	499	29	364 - 650	401	464	9	475 - 684	542	623								
Female																				
400 + Male	17	375 - 580	455	468	3	450 - 519	458	476	14	375 - 580	453	466								
Female																				
Summary Male	96	250 - 850		476	57	300 - 675		471	34	250 - 684		497								
Female	4	250 - 375		321	3	250 - 375		308	1	360		360								

Definition of Duties: This position requires the incumbent to hold a professional degree in accounting. Duties include preparing financial statements and balance sheets, setting up new accounts and ledgers, auditing accounts, and preparing budgets. Supervises a group of clerical workers operating the accounting system.

MONTHLY SALARY AND WAGE RATES

POSITION 11. ACCOUNTANT AND/OR OFFICE SUPERVISOR.

Firms Reporting	ALBERTA 214				CALGARY 78				EDMONTON 91				LETHBRIDGE 31				MEDICINE HAT 14			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	91	246 - 700	350	375	26	290 - 700	385	417	37	275 - 550	368	381	21	246 - 404	310	316	7	275 - 529	350	371
Female	16	190 - 300	252	273	3	*			8	190 - 300	283	292	1	205		205	4	215 - 233	225	225
40 - 99 Male	67	235 - 700	400	417	33	250 - 700	441	444	26	270 - 520	400	399	6	250 - 500	338	358	2	350 - 400		375
Female	3	346 - 407	400	384					3	346 - 407	400	384								
100 - 399 Male	59	290 - 700	425	447	31	325 - 700	435	457	20	290 - 684	405	444	4	303 - 550	439	433	4	350 - 425	398	393
Female	1	303		303									1	303		303				
400 + Male	77	327 - 702	490	496	51	327 - 702	535	530	25	345 - 550	416	432	1	375		375				
Female	2	312 - 345		329	1	312		312	1	345		345								
Summary Male	294	235 - 702		431	141	250 - 702		474	108	270 - 684		409	32	246 - 550		340	13	275 - 529		378
Female	22	190 - 407		294	4	*		309	12	190 - 407		319	2	205 - 303		254	4	215 - 233		225

Definition Duties and degree of supervision required of the incumbent are closely related to those of the Accountant, but the incumbent is not of Duties: possessed of a professional degree in accountancy.

MONTHLY SALARY AND WAGE RATES

POSITION 12. TELEPHONE OPERATOR.

Firms Reporting	<u>ALBERTA</u>				<u>CALGARY</u>				<u>EDMONTON</u>				<u>LETHBRIDGE</u>				<u>MEDICINE HAT</u>			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	76	125 - 294	183	186	32	150 - 294	188	192	41	140 - 235	180	184	3	125 - 185	140	150				
40 - 99 Male																				
Female	59	130 - 280	185	191	22	160 - 280	199	208	33	130 - 280	175	182	4	155 - 175	168	166				
100 - 399 Male																				
Female	75	120 - 275	185	188	32	156 - 272	204	206	31	162 - 275	182	191	7	135 - 152	135	137				
400 + Male	3	225 - 235	225	228					3	225 - 235	225	228								
Female	90	135 - 290	199	203	36	150 - 290	220	219	52	149 - 290	193	195	1	135		135				
Summary Male	3	225 - 235		228					3	225 - 235		228								
Female	300	120 - 294		193	122	150 - 294		207	157	130 - 290		189	15	125 - 185		147				

Definition: Operates a branch telephone switchboard and gives routine information to the public; answers telephone calls; places long distance calls,
of Duties: and keeps records of calls and toll charges; does simple clerical or typing tasks.

MONTHLY SALARY AND WAGE RATES

POSITION 13. CALCULATING MCH. OR COMPTOM'R OPR.

Firms Reporting	ALBERTA 91				CALGARY 40				EDMONTON 44				LETHBRIDGE 6				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	13	200 - 290	250	255	4	217 - 250	245	239	9	200 - 290	270	263								
Female	29	160 - 250	195	201	8	173 - 243	228	221	19	170 - 250	190	198								
40 - 99 Male	3	190 - 235	200	208	2	200 - 235	218	218	1	190		190								
Female	47	150 - 295	194	199	25	165 - 265	208	205	19	150 - 295	186	197	Insufficient Numbers							
100 - 399 Male	1	200		200					1	200		200								
Female	67	145 - 325	207	211	49	160 - 300	210	214	16	160 - 245	193	198								
400 + Male																				
Female	121	152 - 293	219	218	57	180 - 293	220	222	63	165 - 275	205	215								
Summary Male	17	190 - 290		244	6	200 - 250		232	11	200 - 290		250								
Female	264	145 - 325		211	139	160 - 300		216	117	150 - 295		207	7	145 - 325		180				

Definition Operates Comptometer or Friden, Marchant or Burroughs type of calculating machines in checking extensions and additions on invoices, of Duties: statements, etc., and in computing taxes, discounts, payrolls, interest, etc. Emphasis on machine operation, but work may involve minor clerical duties as well.

MONTHLY SALARY AND WAGE RATES

POSITION 14. BOOKKEEPING MACHINE OPERATOR.

Firms Reporting	ALBERTA 138				CALGARY 58				EDMONTON 57				LETHBRIDGE 15				MEDICINE HAT 7			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	5	231 - 260	240	236	2	150		150	2	231 - 240		236					1	260		260
Female	65	123 - 300	185	193	25	150 - 300	226	219	19	160 - 290	200	205	14	130 - 229	165	162	7	125 - 177	150	151
40 - 99 Male																				
Female	58	125 - 296	190	195	32	142 - 296	196	200	22	133 - 280	190	193	3	140 - 200	185	175	1	125		125
100 - 399 Male	9	235 - 315	235	248	2	165 - 175		170	4	235 - 250	235	239	3	250 - 375	315	313				
Female	101	141 - 277	190	196	67	152 - 277	183	193	27	200 - 275	207	204	4	160 - 210	185	185	3	152 - 236	177	188
400 + Male	4	208 - 278	214	220	3	208 - 278	220	235	1	175		175								
Female	48	145 - 260	203	202	4	192 - 253	239	231	40	150 - 260	205	202	3	145 - 175	155	158	1	182		182
Summary Male	18	208 - 315		239	7	150 - 278		214	7	175 - 250		229	3	250 - 375		313	1	260		260
Female	272	123 - 300		196	128	142 - 300		201	108	133 - 290		201	24	130 - 229		167	12	125 - 236		161

Definition of Duties: Prepares and maintains ledger cards by making machine posting of debits, credits and balances, using standard bookkeeping machine having both alphabetic and numeric keyboards with calculating and cumulative attachments. Works under supervision of Accountant, but duties require some knowledge of company accounting procedures and policies, and a background of bookkeeping principles. Maintains files of related source documents.

MONTHLY SALARY AND WAGE RATES

POSITION 15. BILLING MACHINE OPERATOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	20	125 - 279	193	196	9	125 - 279	247	230	9	140 - 230	175	180								
40 - 99 Male	2	200 - 210		205	1	200		200												
Female	34	145 - 215	179	181	8	165 - 213	173	181	23	145 - 215	187	181	Insufficient Numbers							
100 - 399 Male																				
Female	9	142 - 230	200	195					1	200		200								
400 + Male																				
Female	42	159 - 275	191	199	21	180 - 275	192	204	20	159 - 250	195	195								
Summary Male	2	200 - 210		205	1	200		200					1	210		210				
Female	105	125 - 279		192	38	125 - 279		203	53	140 - 250		187	8	142 - 230		174				

Definition Prepares invoices or monthly bills from accounting records prepared by others, checking accuracy and completeness of billing data in course of Duties: of work. Operates electrically-powered or manual-type machine. Sorts copies of prepared bills for appropriate distribution. Majority of time is spent in typing bills.

MONTHLY SALARY AND WAGE RATES

POSITION 16. KEYPUNCH OPERATOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	3	170 - 185	175	177	2	170 - 175		173	1	185		185								
40 - 99 Male																				
Female	18	160 - 261	229	230	18	160 - 261	229	230												
100 - 399 Male																				
Female	13	188 - 305	258	249	13	188 - 305	258	249												
400 + Male																				
Female	57	169 - 280	211	218	25	201 - 280	244	240	32	160 - 240	195	200								
Summary Male																				
Female	91	160 - 305		223	58	160 - 305		237	33	160 - 240		199								

Definition Operates alphabetic or numeric keypunch machine and verifiers in recording data on tabulating cards; assists a tabulating machine operator of Duties: in simple sorting and tabulating operations; assists in coding original data to facilitate entering on punch cards; does related clerical work.

MONTHLY SALARY AND WAGE RATES

POSITION 17. TABULATING MACHINE OPERATOR.

Firms Reporting		ALBERTA 13				CALGARY 9				EDMONTON 4				LETHBRIDGE				MEDICINE HAT			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	1	260		260	1	260		260												
	Female	1	280		280	1	180		180												
40 - 99	Male	9	251 - 272	261	261	9	251 - 272	261	261												
	Female	2	209 - 245	227	227	2	209 - 245		227												
100 - 399	Male	3	288 - 428	412	376	3	288 - 428	412	376												
	Female																				
400 +	Male	28	257 - 370	298	304	15	257 - 370	300	308	13	190 - 351	290	300								
	Female	15	150 - 250	170	191					15	150 - 250	170	191								
Summary	Male	41	251 - 428		299	28	251 - 428		298	13	190 - 351		300								
	Female	18	150 - 280		194	3	180 - 245		211	15	150 - 250		191								

Definition Operates sorting and tabulating machines used in processing tabulating cards; makes necessary wiring and other adjustments to tabulating
of Duties: equipment to permit varied kinds of tabulations and sorts; makes reconciliations; prepares reports and statements; does related clerical work.

MONTHLY SALARY AND WAGE RATES

POSITION 18. CIVIL ENGINEER IN TRAINING.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	5	375 - 600	410	440	3	400 - 425	401	409												
Female																				
40 - 99 Male	4	600 - 700	600	625	3	600		600												
Female																				
100 - 399 Male	13	293 - 460	400	422	10	393 - 446	396	417												
Female																				
400 + Male	18	330 - 460	407	403	13	361 - 460	430	412												
Female																				
Summary Male	40	293 - 700,		436	29	361 - 600		433												
Female																				

Definition of Duties: This position requires the incumbent to hold a university degree in engineering. Performs beginning level professional office and field work in engineering work, including the performance of instrument work in surveying property and building sites; performs simple engineering work in inspecting and testing on construction and maintenance projects; prepares designs, plans, specifications and estimates requiring the use of limited independent judgment.

MONTHLY SALARY AND WAGE RATES

POSITION 19. CIVIL ENGINEER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	8	400 - 850	525	562	4	550 - 850	638	669	3	450 - 500	470	473								
Female																				
40 - 99 Male	10	375 - 800	518	566	6	375 - 800	638	642	4	400 - 535	438	453								
Female																				
100 - 399 Male	40	435-1,000	600	611	22	435-1,000	561	621	15	440 - 700	635	602								
Female																				
400 + Male	58	395 - 665	501	523	26	439 - 625	508	525	32	395 - 665	501	521								
Female	1	330		330					1	330		330								
Summary Male	116	375-1,000		560	58	375-1,000		583	54	395 - 700		536								
Female	1	330		330					1	330		330								

Definition Registration in the Association of Professional Engineers. Has charge of the maintenance, location and design, or construction of
of Duties: engineering projects. Directs and supervises the activities of the field and office; makes decisions as to procedures and methods.

MONTHLY SALARY AND WAGE RATES

POSITION 20. ELECTRICAL ENGINEER IN TRAINING.

<u>Firms Reporting</u>		<u>ALBERTA</u>				<u>CALGARY</u>				<u>EDMONTON</u>				<u>LETHBRIDGE</u>				<u>MEDICINE HAT</u>			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	2	294 - 600		447																
	Female																				
40 - 99	Male																				
	Female																				
100 - 399	Male	1	425		425																
	Female																				
400 +	Male	6	361 - 430	423	407																
	Female																				
Summary	Male	9	294 - 600		418																
	Female																				

Definition This position requires the incumbent to hold a university degree in electrical engineering. Performs beginning level professional office,
of Duties: plant or field work including design, plans and specifications, installations and maintenance, requiring the use of limited independent judgment.

MONTHLY SALARY AND WAGE RATES

POSITION 21. ELECTRICAL ENGINEER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	1	500		500																
Female																				
40 - 99 Male	1	600		600																
Female																				
100 - 399 Male	3	545 - 595	550	563					2	545 - 595		570								
Female																				
400 + Male	24	361 - 663	561	552					16	390 - 663	561	543								
Female																				
Summary Male	29	361 - 663		553					18	390 - 663		546								
Female																				

Definition Registration in the Association of Professional Engineers of Alberta. Has charge of maintenance, design and construction of engineering of Duties: projects; directs and supervises the activities of field, plant and office staffs; makes decisions as to procedures and method.

MONTHLY SALARY AND WAGE RATES

POSITION 22. DRAFTSMAN IN TRAINING.

Firms Reporting		ALBERTA 36				CALGARY 20				EDMONTON 15				LETHBRIDGE				MEDICINE HAT			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	15	175 - 300	250	237	9	200 - 300	250	256	6	175 - 250	200	208								
	Female																				
40 - 99	Male	13	217 - 303	260	261	12	230 - 303	261	265	1	217		217								
	Female																				
100 - 399	Male	44	160 - 360	241	238	21	175 - 360	250	252	23	150 - 316	225	226								
	Female	1	275		275	1	275		275												
400 +	Male	111	195 - 350	244	253	84	220 - 350	244	253	24	200 - 325	265	258								
	Female																				
Summary	Male	183	160 - 360		249	126	175 - 360		254	54	150 - 325		238								
	Female	1	275		275	1	275		275												

Definition Under direction prepares simple drawings from sketches, field party notes, survey notes and other basic data; does some computations in
of Duties: connection with these drawings; prepares tracings of maps, engineering plans, etc.

MONTHLY SALARY AND WAGE RATES

POSITION 23. DRAFTSMAN.

Firms Reporting		ALBERTA			CALGARY			EDMONTON			LETHBRIDGE			MEDICINE HAT		
		63			29			26			5					
		No. Employed	Range	Median Rate Weighted Average	No. Employed	Range	Median Rate Weighted Average	No. Employed	Range	Median Rate Weighted Average	No. Employed	Range	Median Rate Weighted Average	No. Employed	Range	Median Rate Weighted Average
Size of Firm (Based on total number employees)			\$	\$ \$		\$	\$ \$		\$	\$ \$		\$	\$ \$		\$	\$ \$
1 - 39	Male	51	200 - 550	350 358	28	250 - 550	375 381	18	200 - 425	363 345	5	210 - 325	275 275			
	Female	1	250	250	1	250	250									
40 - 99	Male	33	250 - 500	350 363	17	270 - 500	410 388	15	250 - 475	342 337	1	315	315			
	Female															
100 - 399	Male	100	240 - 550	364 366	34	250 - 550	370 387	61	240 - 535	360 359	1	325	325			
	Female	1	280	280	1	280	280									
400 +	Male	122	220 - 434	303 310	68	270 - 434	305 317	49	225 - 415	310 304	4	220 - 300	283 271			
	Female															
Summary	Male	306	200 - 550	342	147	250 - 550	354	143	200 - 535	336	11	210 - 325	282			
	Female	2	250 - 280	265	2	250 - 280	265									

Definition Prepares finished drawings from sketches, field party notes, survey notes and other basic data; does all computations in connection with
of Duties: these drawings; prepares tracings of maps, engineering plans, etc.

MONTHLY SALARY AND WAGE RATES

POSITION 24. ARCHITECT (INEXPERIENCED).

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	5	300 - 420	300	334																
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male																				
Female																				
400 + Male	6	375 - 455	440	427																
Female																				
Summary Male	11	300 - 455		385																
Female																				

Definition Performs general architectural work concerned with the design, layout and specifications of buildings, usually small structures.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 25. ARCHITECT (EXPERIENCED).

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	28	350 - 733	500	511	15	400 - 733	550	588	12	350 - 500	375	408								
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male																				
Female																				
400 + Male	12	435 - 670	525	533					12	435 - 670	525	533								
Female	1	395		395					1	395		395								
Summary Male	40	350 - 733		518	15	400 - 733		588	24	350 - 670		471								
Female	1	395		395					1	395		395								

Definition Performs general architectural work concerned with the design, layout and specifications of buildings, usually larger in nature, and acts of Duties: as co-ordinator for purposes of preparing final plans.

MONTHLY SALARY AND WAGE RATES

POSITION 26. HOME ECONOMIST OR DIETICIAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	11				4				4											
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male																				
Female	8	250 - 350	284	292	5	283 - 350	285	308												
400 + Male																				
Female	43	225 - 455	290	305	9	244 - 418	297	298	33	225 - 455	290	305								
Male																				
Summary Female	51	225 - 455		303	14	244 - 418		301	33	225 - 455		305								

Definition of Duties: Incumbent must have a degree in home economics or dietetics from a recognized university. Duties could require menu planning, ordering of foodstuffs, responsibility for food preparation, keeping of records and approval of invoices, etc, and general supervision of staff; or the distribution of practical information to the public through meetings, broadcasts, demonstration, prepared pamphlets, etc.

MONTHLY SALARY AND WAGE RATES

POSITION 27. NURSE.

Firms Reporting	ALBERTA 28				CALGARY 9				EDMONTON 14				LETHBRIDGE 3				MEDICINE HAT 2			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female																				
40 - 99 Male																				
Female	1	270		270					1	270		270								
100 - 399 Male																				
Female	208	215 - 380	250	259	35	270 - 380	280	291	2	230 - 247		239	119	225 - 325	240	249	52	205 - 425	255	260
400 + Male																				
Female	575	200 - 335	240	245	264	211 - 327	233	239	283	200 - 335	240	248	27	270 - 285	270	272	1	277		277
Summary Male																				
Female	784	200 - 380		249	299	211 - 380		245	286	200 - 335		248	146	225 - 325		253	53	205 - 425		261

Definition of Duties: Incumbent must possess the designation R.N. and should have practical experience as a professional nurse or specialized institutional or industrial training. Duties could include: standard nursing services, health education procedures, treatment of injuries, etc., and maintenance of adequate medical and health records.

MONTHLY SALARY AND WAGE RATES

POSITION 28. NURSE'S AIDE OR PRACTICAL NURSE.

Firms Reporting	<u>ALBERTA</u>				<u>CALGARY</u>				<u>EDMONTON</u>				<u>LETHBRIDGE</u>				<u>MEDICINE HAT</u>			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male																				
Female	58	155 - 235	165	186	20	215 - 235	235	228					27	155 - 180	165	165				
400 + Male																				
Female	251	150 - 260	170	176	121	150 - 201	174	170	102	150 - 190	170	168	28	215 - 260	225	228				
Summary Male																				
Female	309	150 - 260		178	141	150 - 235		178	102	150 - 190		168	55	155 - 260		197	11	155 - 165		160

Definition Incumbent should possess a certificate as a Nurse's Aide and should have some previous practical experience. Duties would be confined to of Duties: assisting a registered nurse and incumbent would normally be under fairly close supervision.

MONTHLY SALARY AND WAGE RATES

POSITION 29. LAB TECHNICIAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	2	450 - 600		525	1	600		600	1	450		450								
Female																				
40 - 99 Male	2	225 - 400		313	1	400		400	1	225		225								
Female	2	220 - 240		230					2	220 - 240		230								
100 - 399 Male	15	265 - 750	400	427	5	315 - 750	720	593	8	265 - 400	400	358								
Female	4	220 - 250	235	235																
400 + Male	36	240 - 665	318	362					36	240 - 665	318	362								
Female	53	200 - 340	235	265	11	233 - 283	270	267	42	190 - 340	265	260								
Summary Male	55	225 - 750		384	7	315 - 750		566	46	225 - 665		360								
Female	59	200 - 340		259	11	233 - 283		267	44	190 - 340		259								

Definition Incumbent must have university degree plus specialized training or experience as a laboratory technician. Duties would include those normally of Duties: required for an institutional or industrial technician and would be required to carry out assignments with little or no supervision and maintain accurate records and reports. May be required to supervise assistants.

MONTHLY SALARY AND WAGE RATES

POSITION 30. LAB ASSISTANT.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	8	190 - 275	225	227					8	190 - 275	225	227								
Female																				
40 - 99 Male	14	180 - 280	205	225	2	275 - 280		278	12	180 - 330	195	217								
Female	4	175 - 215	200	198	2	175 - 215		195	2	200		200								
100 - 399 Male	37	175 - 385	306	279	20	210 - 385	306	305	15	175 - 336	238	264								
Female	13	130 - 245	175	177	2	*														
400 + Male	83	170 - 385	299	276	21	230 - 385	280	292	62	170 - 335	299	270								
Female	26	155 - 240	208	198	1	192		192	25	125 - 240	210	198								
Summary Male	142	170 - 385		269	43	210 - 385		298	97	170 - 336		259								
Female	43	130 - 245		191	5	175 - 215		223	27	125 - 240		198								

Definition of Duties: Incumbent should have good formal educational background at least at the Jr. Matric. level, and preferably some training or experience in laboratory work. Duties would require the incumbent to perform routine tests and to generally assist the technicians. Work would be subject to close supervision or inspection by a qualified laboratory technician.

MONTHLY SALARY AND WAGE RATES

POSITION 31. CHEMIST.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	1	500		500					1	500		500								
Female																				
40 - 99 Male	20	333 - 658	525	529					20	333 - 658	525	529								
Female	1	350		350					1	350		350								
100 - 399 Male	6	370 - 635	495	466	3	370 - 519	490	457	2	500 - 635		568								
Female	1	350		350																
400 + Male	23	340 - 665	415	432	5	455 - 615	462	491	18	340 - 665	401	416								
Female	10	305 - 388	330	335	1	388		388	9	305 - 375	330	329								
Summary Male	50	333 - 665		476	8	370 - 615		479	41	333 - 665		481								
Female	12	305 - 388		337	1	388		388	10	305 - 375		331								

Definition Incumbent must be a graduate in chemistry from a recognized university and should have specialized training or experience in public health of Duties: or industrial applications. Would normally be required to work under a minimum of supervision and be able to supervise junior staff.

MONTHLY SALARY AND WAGE RATES

POSITION 32. LABOURER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	85				32				30				13				10			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	205	175 - 324	245	241	73	195 - 324	253	254	67	191 - 314	247	243	36	175 - 305	228	221	29	190 - 286	228	234
Female	20	156 - 182	167	166	20	156 - 182	167	166												
40 - 99 Male	349	140 - 320	242	245	128	190 - 286	263	254	141	190 - 320	234	243	35	190 - 251	238	235	45	140 - 276	228	231
Female																				
100 - 399 Male	1,147	164 - 294	234	244	415	247 - 284	265	265	465	209 - 286	234	238	126	164 - 294	218	219	141	190 - 256	232	223
Female	7	124 - 147	147	142									7	124 - 147	147	142				
400 + Male	2,707	225 - 263	237	240	678	239 - 263	247	245	1,965	225 - 247	237	239	40	234		234	24	242		242
Female																				
Summary Male	4,408	140 - 324		242	1,294	190 - 324		253	2,638	190 - 320		239	237	164 - 305		224	239	140 - 286		228
Female	27	124 - 182		160	20	156 - 182		166					7	124 - 147		142				

Definition Performs routine manual work requiring no special previous training or experience but involving physical effort in the performance of such of Duties: tasks as: digging and filling trenches, loading and unloading materials on trucks and carriers, and hand trucking materials. Uses a variety of common hand tools including pick, shovel, mattock, axe, crowbar, and sledge-hammer. Work is closely supervised and frequently checked in process and upon completion.

MONTHLY SALARY AND WAGE RATES

POSITION 33. LABOUR FOREMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	61				17				27				10				7			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	34	213 - 390	325	325	8	277 - 381	367	359	19	238 - 390	325	330	5	213 - 286	276	265	2	286		286
Female																				
40 - 99 Male	51	234 - 455	340	338	17	234 - 324	294	321	20	277 - 450	362	369	5	260 - 350	303	313	9	250 - 400	312	313
Female																				
100 - 399 Male	81	238 - 470	312	321	22	260 - 390	295	309	34	238 - 436	319	327	8	268 - 385	302	313	17	242 - 390	345	329
Female																				
400 + Male	112	263 - 475	268	282	56	268 - 292	292	284	46	263 - 475	263	273	10	307		307				
Female																				
Summary Male	278	213 - 475		309	103	234 - 390		301	119	238 - 475		314	28	213 - 385		302	28	242 - 400		321
Female																				

Definition Directs a small crew of labourers, performing such work as excavating or moving lumber, gravel or dirt; may work with crew assisting of Duties: personally in performance of work.

MONTHLY SALARY AND WAGE RATES

POSITION 34. LIGHT TRUCK DRIVER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	165				52				70				23				12			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	136	152 - 305	220	217	49	155 - 271	217	214	61	159 - 305	225	222	17	155 - 265	203	206	9	225 - 250	244	231
Female																				
40 - 99 Male	113	140 - 308	238	233	37	160 - 305	221	232	49	175 - 294	259	242	20	140 - 290	204	213	7	228 - 268	268	235
Female	2	135 - 225		180					1	225		225					1	135		135
100 - 399 Male	87	160 - 303	240	238	40	160 - 303	242	237	38	165 - 303	238	233	7	230 - 277	266	262	2	243 - 260		252
Female	2	165		165					2	165		165								
400 + Male	163	210 - 345	282	285	17	210 - 282	282	267	141	247 - 345	282	288	5	263		263				
Female																				
Summary Male	499	140 - 345		247	143	155 - 305		231	289	159 - 345		259	49	140 - 290		222	18	225 - 268		235
Female	4	135 - 225		173					3	165 - 225		185					1	135		135

Definition Drives a panel or other light or medium truck in carrying materials or in making collections or deliveries; may service but does not repair of Duties: equipment; keeps simple records.

MONTHLY SALARY AND WAGE RATES

POSITION 35. MEDIUM TRUCK DRIVER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	49				18				20				5				6			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	39	200 - 325	267	263	3	277 - 325	286	296	21	250 - 295	281	276	11	209 - 247	247	233	4	200 - 300	260	255
Female																				
40 - 99 Male	79	220 - 325	257	258	11	220 - 325	272	271	55	247 - 320	257	258	8	238		238	5	235 - 268	268	259
Female																				
100 - 399 Male	49	232 - 314	260	265	17	238 - 314	286	279	15	254 - 282	273	269	2	232 - 235		234	15	246 - 256	246	249
Female																				
400 + Male	187	235 - 325	253	263	99	235 - 305	253	263	62	247 - 325	247	261	25	263		263	1	263		263
Female																				
Summary Male	354	200 - 325		262	130	220 - 325		267	153	247 - 325		263	46	209 - 263		250	25	200 - 300		253
Female																				

Definition Drives 2-ton dump truck or other similar vehicle in carrying sand, gravel, etc. Services but does not repair equipment.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 36. HEAVY EQUIPMENT OPERATOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	37				10				15				7				5			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	27	228 - 390	312	306	6	266 - 325	325	309	7	333 - 390	390	374	12	228 - 312	265	275	2	247		247
Female																				
40 - 99 Male	72	216 - 428	305	310	5	272 - 428	333	330	62	216 - 381	305	309	2	286 - 381		334	3	280 - 312	280	291
Female																				
100 - 399 Male	65	254 - 390	294	320	20	294 - 390	325	331	19	277 - 346	346	317	1	286		286	25	254 - 296	272	269
Female																				
400 + Male	130	263 - 381	292	286	54	292		292	66	263 - 381	279	280	10	293		293				
Female																				
Summary Male	294	216 - 428		301	85	266 - 428		310	154	216 - 390		300	25	228 - 381		288	30	247 - 312		270
Female																				

Definition Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, power shovel,
of Duties: etc;; services equipment with fuel, oil and grease, and makes minor running adjustments and repairs.

MONTHLY SALARY AND WAGE RATES

POSITION 37. FOREMAN MECHANIC OR SERVICE MANAGER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	67				21				28				12				6			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	46	250 - 575	362	361	18	300 - 575	378	378	19	282 - 500	362	374	7	150 - 381	275	281	2	370 - 375		373
Female																				
40 - 99 Male	32	272 - 596	356	366	8	300 - 440	352	356	11	325 - 596	390	417	6	300 - 450	336	348	7	272 - 336	282	311
Female																				
100 - 399 Male	32	275 - 550	390	400	17	275 - 500	375	379	13	325 - 550	400	430								
Female																				
400 + Male	21	317 - 481	347	367	5	334 - 398	379	373	15	317 - 481	347	367	1	329		329	2	360 - 390		375
Female																				
Summary Male	131	250 - 596		373	48	275 - 575		374	58	282 - 596		393	14	150 - 450		313	11	272 - 390		334
Female																				

Definition Incumbent must be skilled in automotive repair work and have journeyman's rating. May have special training in service functions and the of Duties: use of special equipment. Directs mechanics in their duties, details work and handles special problems related to service and repair.

MONTHLY SALARY AND WAGE RATES

POSITION 38. AUTOMOBILE MECHANIC.

Firms Reporting	<u>ALBERTA</u>				<u>CALGARY</u>				<u>EDMONTON</u>				<u>LETHBRIDGE</u>				<u>MEDICINE HAT</u>			
	61				21				21				11				8			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	187	209 - 381	252	331	116	247 - 381	352	326	52	238 - 400	352	345	6	209 - 333	309	306	13	312 - 333	333	331
Female																				
40 - 99 Male	171	190 - 381	329	295	33	190 - 320	247	249	74	238 - 381	320	283	43	333		333	21	310 - 333	333	329
Female																				
100 - 399 Male	157	257 - 400	352	349	103	257 - 400	352	345	52	269 - 371	371	360	1	265		265	1	277		277
Female																				
400 + Male	82	283 - 350	313	316	38	313		313	39	308 - 350	320	320	4	303 - 330	303	310	1	283		283
Female																				
Summary Male	597	190 - 400		323	290	190 - 400		322	217	238 - 400		323	54	209 - 333		327	36	277 - 333		327
Female																				

Definition Does skilled automotive equipment repair work of a journeyman's level; inspects and locates mechanical defects; overhauls, repairs and
of Duties: adjusts automobiles, trucks, and other automotive equipment.

MONTHLY SALARY AND WAGE RATES

POSITION 39. TRADESMAN'S HELPER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	60				18				24				11				7			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	92	140 - 330	247	236	22	152 - 266	238	218	41	162 - 330	280	275	25	140 - 275	190	192	4	150 - 251	225	213
Female																				
40 - 99 Male	72	155 - 350	260	266	6	170 - 255	225	223	55	175 - 350	276	283	8	155 - 220	198	191	3	190 - 266	262	239
Female																				
100 - 399 Male	150	165 - 357	272	271	58	209 - 351	286	282	87	165 - 257	272	266	2	200 - 220		210	3	200 - 254	254	236
Female																				
400 + Male	243	220 - 320	270	270	57	247 - 296	272	271	179	220 - 320	270	274	6	235 - 280	250	253	1	263		263
Female																				
Summary Male	557	140 - 357		265	143	152 - 351		265	362	162 - 350		273	41	140 - 280		201	11	150 - 266		231
Female																				

Definition Incumbent is not a qualified journeyman or apprentice but is required to perform work above the level of a labourer. Work is generally of Duties: closely supervised or inspected at frequent intervals.

MONTHLY SALARY AND WAGE RATES

POSITION 40. JANITOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	87				31				37				9				10			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	22	120 - 266	199	206	9	175 - 258	216	230	9	145 - 266	208	199	1	243		243	3	120 - 190	162	157
Female	3	*											3	*						
40 - 99 Male	34	120 - 293	200	208	13	150 - 293	208	223	15	156 - 250	217	217	2	195		195	4	120 - 165	134	134
Female	5	*			2	130 - 150		140	3	*										
100 - 399 Male	84	170 - 284	206	215	27	170 - 284	217	235	41	170 - 266	195	209	10	170 - 225	200	200	6	170 - 228	170	189
Female	4	101 - 140	101	111	4	101 - 140	101	111												
400 + Male	226	152 - 300	233	234	42	192 - 283	233	232	180	152 - 321	233	235	2	210 - 215		213	2	242 - 252		247
Female	3	110		110									3	110		110				
Summary Male	366	120 - 300		226	91	150 - 293		232	245	145 - 321		228	15	170 - 243		204	15	120 - 252		176
Female	15	*		123	6	*		121	3	*			6	*		133				

Definition Under close supervision sweeps, mops, dusts, scrubs and waxes floors; washes walls, woodwork, windows and mirrors; cleans washbowls and
of Duties: fixtures; arranges, moves and polishes furniture; may also operate a heating system not requiring a stationary engineer's certificate.

MONTHLY SALARY AND WAGE RATES

POSITION 41. 3rd. CLASS SHIFT STATIONARY ENGINEER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	34				12				16				4							
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	3	273 - 286	286	282	2	286		286												
Female																				
40 - 99 Male	19	217 - 367	339	327	7	257 - 339	339	322	10	280 - 367	367	342								
Female																				
100 - 399 Male	40	255 - 410	335	332	19	322 - 410	335	333	11	260 - 357	315	323								
Female																				
400 + Male	45	268 - 440	364	351	5	306 - 336	336	324	40	268 - 440	364	355								
Female																				
Summary Male	107	217 - 440		338	33	257 - 410		338	61	260 - 440		347	8	273 - 325		311				
Female																				

Definition Performs the manual and semi-skilled tasks involved in firing and maintaining boilers (requiring a 3rd class stationary engineer's certificate) used in heating buildings; adjusts fuel and draft supply, maintains proper pressures and water levels, cleans, oils, adjusts, and makes minor repairs; performs related mechanical and labouring work.

MONTHLY SALARY AND WAGE RATES

POSITION 42. 4th. CLASS SHIFT STATIONARY ENGINEER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	15				5				8											
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	3	260		260																
Female																				
40 - 99 Male	12	242 - 335	288	307					10	242 - 335	282	308								
Female																				
100 - 399 Male	6	238 - 303	249	256					3	238		238								
Female																				
400 + Male	18	230 - 330	280	275					12	230 - 330	280	271								
Female																				
Summary Male	39	230 - 335		281	9	272 - 308		290	25	230 - 335		282								
Female																				

Definition Similar general duties as 3rd class but requires only a 4th class certificate.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 43. CARPENTER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	17	238 - 350	312	298	3	251 - 325	300	292	2	238 - 260		249	12	267 - 350	312	308				
Female																				
40 - 99 Male	33	228 - 405	263	246	24	292 - 363	363	351	7	228 - 405	350	336								
Female																				
100 - 399 Male	20	200 - 395	328	311	13	258 - 395	331	327	5	228 - 350	301	298	2	200 - 285		243				
Female																				
400 + Male	87	258 - 385	346	337	27	346 - 383	364	363	46	300 - 385	346	335	10	277 - 330	310	305				
Female																				
Summary Male	157	200 - 405		331	67	251 - 395		348	60	228 - 405		329	24	200 - 350		301				
Female																				

Definition Performs general maintenance duties which require qualifications as skilled tradesman.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 44. SALESCLERK SMALLWARES.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	45	121 - 210	130	139	24	121 - 210	130	141	4	130 - 173	130	141	17	121 - 162	130	136				
40 - 99 Male																				
Female	59	121 - 182	139	137					12	130 - 160	147	146	47	121 - 182	139	134				
100 - 399 Male																				
Female	42	130 - 182	152	150	10	147 - 182	156	153	6	130 - 152	139	140	9	147 - 152	152	150				
400 + Male	3	250 - 325	260	278					3	250 - 325	260	278								
Female	223	152 - 238	173	177	48	156 - 225	173	178	175	152 - 238	173	176								
Summary Male	3	250 - 325		278					3	250 - 325		278								
Female	369	121 - 238		163	82	121 - 225		164	197	130 - 238		172	73	121 - 182		137				

Definition (Drugs, notions, candies, stationery, etc.) Sells merchandise of quick turnover requiring little persuasion but fast service. Fills show of Duties: cases with merchandise. Is responsible for basic stock re-ordering, requisition price cards, keeps section clean and tidy.

MONTHLY SALARY AND WAGE RATES

POSITION 45. HARD GOODS SALESPERSON.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	42				12				17				8				4			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	109	175 - 438	250	266	21	195 - 414	275	279	57	175 - 438	250	263	25	190 - 400	250	272	6	217 - 292	234	225
Female	21	125 - 200	150	164	6	150 - 200	178	179	4	125 - 200	175	169	6	120 - 150	143	138	5	130 - 165	135	142
40 - 99 Male	19	225 - 315	250	252	16	225 - 275	250	251	3	217 - 315	250	261								
Female	8	130 - 169	143	145					6	139 - 160	143	144	2	130 - 169		150				
100 - 399 Male	10	225 - 325	265	270					4	260 - 325	282	287	4	225 - 325	254	264	2	238 - 260		249
Female	15	134 - 178	147	149	7	147 - 169	156	155	5	130 - 134	130	131	3	152 - 178	165	165				
400 + Male	46	208 - 340	260	268	9	208 - 340	260	260	37	217 - 325	264	270								
Female	81	152 - 225	182	185	32	156 - 220	175	180	49	152 - 238	186	188								
Summary Male	184	175 - 438		265	46	195 - 414		265	101	175 - 438		267	29	190 - 400		271	8	217 - 292		231
Female	125	125 - 225		175	45	147 - 220		176	64	125 - 238		179	11	120 - 178		162	5	130 - 165		142

Definition (Housewares, sporting goods, china, hardware.) Sells merchandise requiring fair degree of technical knowledge, i. e. fishing equipment, power tools, paint, etc. Fair amount of stock work and considerable housekeeping required. Re-orders basic stock for section, price cards. Arranges displays.

MONTHLY SALARY AND WAGE RATES

POSITION 46. GROCERY CASHIER.

Firms Reporting		ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
		22				8				7				4				3			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	9	200 - 328	210	253	7	200 - 328	322	265					2	210		210				
	Female	49	140 - 228	173	178	6	160 - 217	190	191	7	152 - 223	173	182	18	125 - 219	171	169	18	152 - 228	162	182
40 - 99	Male																				
	Female	6	141 - 165	162	157					1	165		165	5	141 - 162	162	156				
100 - 399	Male																				
	Female	137	130 - 229	172	184	133	149 - 229	172	185	1	195		195					3	130 - 195	130	152
400 +	Male																				
	Female	105	160 - 260	217	212	29	165 - 232	205	198	76	160 - 260	234	218								
Summary	Male	9	200 - 328		253	7	200 - 328		265					2	210		210				
	Female	297	130 - 260		193	168	149 - 232		187	85	152 - 260		214	23	125 - 219		166	21	130 - 228		178

Definition Operates cash register recording cash, charge, C.O.D. sales. Wraps and packs taken purchases. Looks after section of stock, filling of
of Duties: shelves, housekeeping in department.

MONTHLY SALARY AND WAGE RATES

POSITION 47. BUTCHER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	19	260 - 325	295	292	2	260 - 303		282					9	200 - 325	295	286				
Female																				
40 - 99 Male	1	347		347									1	347		347				
Female																				
100 - 399 Male	62	273 - 306	305	294	62	273 - 306	305	294												
Female																				
400 + Male	27	269 - 351	308	311	9	269 - 315	308	303	18	282 - 360	321	315								
Female																				
Summary Male	109	260 - 351		298	73	260 - 315		295	18	282 - 360		315	10	200 - 347		292				
Female																				

Definition Carries sides of beef, etc., from receiving dock to cooler. Cuts sides of meat into various cuts. Does housekeeping in the cutting room.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 48. MEAT PACKER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	14	141 - 200	162	166									7	162 - 200	181	173	7	141 - 162	162	159
40 - 99 Male																				
Female	4	141 - 162	162	157									4	141 - 162	162	157				
100 - 399 Male																				
Female	67	149 - 202	187	185	67	149 - 202	187	185												
400 + Male	3	173 - 325	325	274					3	173 - 325	325	274								
Female	46	152 - 262	195	200	16	173 - 204	195	189	30	152 - 262	217	206								
Summary Male	3	173 - 325		274					3	173 - 325		274								
Female	131	141 - 262		188	83	149 - 204		186	30	152 - 262		206	11	141 - 200		167	7	141 - 162		159

Definition Scales cuts of meat, marks price and weight, wraps in cellophane wrapper and places in counter. Is responsible for housekeeping in
of Duties: pre-pack room.

MONTHLY SALARY AND WAGE RATES

POSITION 49. SHOW CARD WRITER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	1	255		255																
Female																				
40 - 99 Male																				
Female	2	152		152																
100 - 399 Male	1	325		325																
Female																				
400 + Male	4	260 - 335	295	296																
Female	6	152 - 220	181	183																
Summary Male	6	255 - 335		294																
Female	8	152 - 220		175																

Definition Prepares price and show cards from departmental requisitions by use of brush or pen.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 50. DISPLAYMAN.

ALBERTA

CALGARY

EDMONTON

LETHBRIDGE

MEDICINE HAT

Firms Reporting

12

6

	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	1	200		200																
Female																				
40 - 99 Male	3	217 - 368	260	282					2	217 - 368		293								
Female																				
100 - 399 Male	6	195 - 303	250	253					4	195 - 303	260	255								
Female																				
400 + Male	23	200 - 325	260	258					14	200 - 347	265	267								
Female																				
Summary Male	33	195 - 368		258					20	195 - 368		267								
Female																				

Definition Uses high degree of creative ingenuity in arranging window and interior displays through use of coordinated merchandise and display of Duties: materials.

MONTHLY SALARY AND WAGE RATES

POSITION 51. COPY WRITER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female																				
40 - 99 Male	1	300		300																
Female																				
100 - 399 Male																				
Female	1	217		217																
400 + Male	1	235		235																
Female	6	195 - 303	250	252																
Summary Male	2	235 - 300		267																
Female	7	195 - 303		247																

Definition Writes newspaper copy from basic information supplied from departmental copy.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 52. LAY-OUT ARTIST.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male																				
Female																				
400 + Male	7	230 - 390	295	290																
Female	2	225 - 300		263																
Summary Male	7	230 - 390		290																
Female	2	225 - 300		263																

Definition Produces lay-outs of newspaper copy after conceiving illustrations and copy required.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 53. SALESPERSON FASHION ACCESSORIES.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	15	130 - 217	152	155	3	173 - 206	173	184	4	130 - 152	141	141	6	141 - 217	152	163				
40 - 99 Male																				
Female	39	130 - 173	147	151					37	130 - 173	147	151	2	130 - 169		150				
100 - 399 Male																				
Female	29	130 - 169	152	147	5	147 - 165	160	159	12	130 - 165	139	142	6	147 - 169	152	153				
400 + Male																				
Female	116	156 - 255	181	181	59	156 - 235	182	179	57	160 - 255	180	183								
Summary Male																				
Female	199	130 - 255		169	67	147 - 235		178	110	130 - 255		167	14	130 - 217		156				

Definition (Hosiery, neckwear, lingerie, handbags, etc.) Sells merchandise requiring fair degree of persuasion, knowledge of fashion and fabrics of Duties: important. Demonstrates the important features of the product. Is responsible for care of section of stock, housekeeping, basic stock re-orders.

MONTHLY SALARY AND WAGE RATES

POSITION 54. WOMEN'S WEAR SALESWOMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	51	121 - 229	162	168	32	121 - 229	170	178	9	141 - 195	162	164	6	123 - 152	148	144				
40 - 99 Male																				
Female	27	123 - 234	160	173					27	123 - 234	160	173								
100 - 399 Male																				
Female	18	130 - 243	165	166	4	165 - 243	182	179	7	130 - 195	139	147	6	152 - 225	165	179				
400 + Male																				
Female	94	152 - 260	185	189	28	170 - 235	193	196	66	152 - 260	174	187								
Summary Male																				
Female	190	121 - 260		179	64	121 - 243		186	109	123 - 260		179	12	123 - 225		161				

Definition (Coats, suits, dresses, millinery.) Sells merchandise requiring high degree of selling ability. Must know fashions very well. Models and of Duties: demonstrates clothing. Cares for section of stock, does some display work, may do some minor fitting.

MONTHLY SALARY AND WAGE RATES

POSITION 55. CORSET SALESWOMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	1	173		173																
40 - 99 Male																				
Female	4	160 - 286	173	206					4	160 - 286	173	206								
100 - 399 Male																				
Female	5	130 - 195	147	155					3	130 - 147	130	136								
400 + Male																				
Female	16	167 - 262	211	208					8	180 - 262	217	220								
Summary Male																				
Female	26	130 - 286		196					15	130 - 286		199								

Definition Sells and fits ladies corsets, brassieres, etc., counsels customers in problems of anatomy and posture. Position requires high degree of
of Duties: tact, tolerance and understanding.

MONTHLY SALARY AND WAGE RATES

POSITION 56. SHOE SALESPERSON.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	19	217 - 400	325	320	8	243 - 400	400	374	8	217 - 355	282	272								
Female	19	130 - 216	177	181	5	243 - 250	250	249	11	130 - 216	175	162								
40 - 99 Male	3	273 - 360	295	309					3	273 - 360	295	309								
Female	4	130 - 208	150	160					3	150 - 200	175	175								
100 - 399 Male	1	208		208																
Female	11	121 - 208	139	152	3	139 - 208	160	169	5	121 - 195	130	143								
400 + Male	31	212 - 340	256	254	11	220 - 340	256	259	20	212 - 325	255	252								
Female	30	121 - 251	195	207	11	173 - 240	240	234	19	121 - 251	195	191								
Summary Male	54	208 - 400		280	19	220 - 400		307	31	212 - 360		263								
Female	64	121 - 251		184	19	139 - 250		228	38	121 - 251		175								

Definition Fits and sells shoes. Looks after a section of stock. Orders basic stock. Is responsible for housekeeping in section. Knowledge of Duties: leathers, fitting and anatomy of foot required.

MONTHLY SALARY AND WAGE RATES

POSITION 57. MEN'S & BOYS' FURNISHINGS SALESPERSON.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	7	200 - 260	221	232	4	217 - 260	234	236	2	200 - 221		211								
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male	2	204 - 238		221																
Female	5	139 - 173	147	143					4	139 - 173	143	150								
400 + Male	28	199 - 303	260	260	15	208 - 295	260	259	13	212 - 303	260	261								
Female	37	152 - 225	186	189	8	170 - 195	185	192	29	152 - 235	186	188								
Summary Male	37	199 - 303		253	19	208 - 295		254	15	200 - 303		254								
Female	42	139 - 225		185	8	170 - 195		192	33	139 - 235		184								

Definition Sells merchandise requiring style sense, knowledge of fabrics. Must have considerable persuasive ability. Looks after section of stock, of Duties: basic stock re-orders, housekeeping in section.

MONTHLY SALARY AND WAGE RATES

POSITION 58. MEN'S & BOYS' WEAR SALESMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	7	173 - 368	260	278	3	*			1	260		260								
Female																				
40 - 99 Male	2	245		245					2	245		245								
Female																				
100 - 399 Male	3	247 - 325	260	277																
Female																				
400 + Male	40	195 - 360	269	271	12	230 - 360	269	272	28	195 - 325	276	271								
Female																				
Summary Male	52	173 - 368		271	15	230 - 360		295	31	195 - 325		269								
Female																				

Definition Sells men's and boys' suits, coats, etc. Requires high degree of selling ability. Is responsible for stockwork, i.e. bringing stock to of Duties: the floor and other heavy work in department. Is responsible for re-order basic stock, housekeeping.

MONTHLY SALARY AND WAGE RATES

POSITION 59. HOME FURNISHINGS SALESPERSON.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	30	180 - 548	338	356	15	238 - 541	303	355	4	325 - 498	498	455	6	180 - 430	412	397	5	200 - 271	227	233
Female	7	121 - 200	140	148	2	150 - 200		175									5	121 - 166	130	137
40 - 99 Male	6	260		260	6	260		260												
Female	1	238		238	1	238		238												
100 - 399 Male	8	217 - 316	260	263									5	238 - 316	273	274	3	217 - 260	260	246
Female	9	130 - 191	152	169	3	152 - 169	160	160					2	191 - 277		234	4	140 - 152	146	143
400 + Male	30	250 - 425	325	329	18	250 - 425	310	314	12	260 - 400	350	350								
Female	46	152 - 235	185	195	18	156 - 235	178	188	28	170 - 235	190	199								
Summary Male	74	180 - 548		327	39	238 - 541		322	16	260 - 498		376	11	180 - 430		341	8	200 - 271		238
Female	63	121 - 238		187	24	150 - 238		186	28	170 - 235		199	2	191 - 277		234	9	121 - 166		140

Definition (Furniture, floor coverings, drapes.) Sells merchandise requiring high degree of selling ability and color sense. Advises customers on of Duties: room settings, coordination of furnishings. Is responsible for moving of stock (male only), housekeeping in department.

MONTHLY SALARY AND WAGE RATES

POSITION 60. TAILOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	3	152 - 286	230	223					1	152		152								
Female																				
40 - 99 Male																				
Female																				
100 - 399 Male	1	238		238																
Female																				
400 + Male	9	245 - 335	275	281					7	260 - 335	277	288								
Female																				
Summary Male	13	152 - 335		264					8	152 - 335		271								
Female																				

Definition Alters ready made garments according to fitters instructions. Operates sewing machine, hoffman press.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 61. TAILORESS.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male																				
Female	13	152 - 195	162	163	6	152 - 195	168	169	2	152 - 162		157								
40 - 99 Male																				
Female	6	141 - 152	141	143					6	141 - 152	141	143								
100 - 399 Male																				
Female	1	165		165																
400 + Male																				
Female	27	152 - 260	185	188	12	173 - 240	185	191	15	152 - 260	185	185								
Summary Male																				
Female	47	141 - 260		175	18	152 - 240		183	23	141 - 260		172								

Definition Alters ready made garments according to fitters instructions. Operates sewing machine, presses with flat iron.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 62. WAREHOUSE ORDER DESK CLERK.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	90	160 - 360	250	250	31	185 - 360	250	256	46	160 - 350	255	250	9	165 - 275	240	226				
Female	6	150 - 173	170	170	1	*			5	150 - 173	170	164								
40 - 99 Male	60	160 - 372	250	250	24	193 - 372	250	261	32	160 - 304	253	246	4	195 - 230	219	216				
Female																				
100 - 399 Male	16	165 - 375	261	259	1	185		185	15	165 - 375	261	265								
Female																				
400 + Male																				
Female																				
Summary Male	166	160 - 375		251	56	185 - 372		257	93	160 - 375		251	13	165 - 275		223				
Female	6	150 - 173		170	1	*			5	150 - 173		164								

Definition Takes orders and sells merchandise. Writes up mail orders and orders received by telephone. Performs other clerical functions pertaining to
of Duties: sale and delivery of merchandise to customers.

MONTHLY SALARY AND WAGE RATES

POSITION 63. WAREHOUSE COUNTERMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	69	165 - 327	240	246	26	186 - 327	249	246	32	165 - 300	236	256	10	180 - 251	218	217				
Female																				
40 - 99 Male	57	160 - 369	235	236	16	170 - 325	228	227	34	175 - 369	238	244	7	160 - 300	220	220				
Female																				
100 - 399 Male	22	180 - 347	250	256	4	270 - 275	275	274	18	180 - 347	250	252								
Female																				
400 + Male																				
Female																				
Summary Male	148	160 - 369		244	46	170 - 327		242	84	165 - 369		250	17	160 - 300		218				
Female																				

Definition Waits on immediate order customers in call-order department. Must have specialized knowledge of particular department in which he works.
of Duties: Performs other clerical functions pertaining to sale and delivery of merchandise to customers.

MONTHLY SALARY AND WAGE RATES

POSITION 64. WAREHOUSE QUOTATION CLERK.

Firms Reporting		ALBERTA 24				CALGARY 6				EDMONTON 11				LETHBRIDGE				MEDICINE HAT			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male		9	190 - 345	250	272	2	325 - 345		335	3	190 - 300	200	230								
Female																					
40 - 99 Male		20	195 - 330	242	256	6	220 - 329	269	272	10	195 - 230	255	254								
Female																					
100 - 399 Male		4	261 - 347	304	304					4	261 - 347	304	304								
Female																					
400 + Male																					
Female																					
Summary Male		33	190 - 347		266	8	220 - 345		288	17	190 - 347		262								
Female																					

Definition Prepares priced quotations and bids for customers. Is responsible for submitting these quotations within period specified by customer.
of Duties: Has thorough knowledge of all lines of merchandise handled.

MONTHLY SALARY AND WAGE RATES

POSITION 65. WAREHOUSE ORDER CLERK.

Firms Reporting	ALBERTA 47				CALGARY 17				EDMONTON 23				LETHBRIDGE 6				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	89	155 - 325	195	206	20	160 - 325	221	233	62	155 - 260	193	197	6	175 - 232	225	211				
Female	6	135 - 210	168	169	1	195		195	5	135 - 185	150	164								
40 - 99 Male	115	134 - 307	185	190	46	160 - 307	190	198	59	134 - 250	190	188	10	150 - 180	168	166				
Female	3	145		145					3	145		145								
100 - 399 Male	21	170 - 282	207	212	1	170		170	20	180 - 282	207	214								
Female																				
400 + Male	20	173 - 290	225	225					20	173 - 290	225	225								
Female																				
Summary Male	245	134 - 325		200	67	160 - 325		208	161	134 - 290		199	16	150 - 232		183				
Female	9	135 - 210		161	1	195		195	8	135 - 185		157								

Definition Picks merchandise from bins and shelves to fill customers orders. Moves merchandise in warehouse truck to packing room and lays it out on of Duties: packing bench ready for checking.

MONTHLY SALARY AND WAGE RATES

POSITION 66. WAREHOUSE CHECKER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	35	152 - 332	225	227	13	220 - 332	259	266	20	150 - 265	203	204								
Female																				
40 - 99 Male	25	175 - 335	238	231	11	200 - 335	244	240	14	175 - 300	236	225								
Female																				
100 - 399 Male	9	217 - 248	234	228					9	217 - 248	234	228								
Female																				
400 + Male																				
Female																				
Summary Male	69	152 - 335		229	24	200 - 335		254	43	150 - 300		216								
Female																				

Definition Checks customers' orders as filled by order clerks against original order form. Verifies accuracy of type and quantity.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 67.. WAREHOUSE PACKER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	43	143 - 251	200	203	15	160 - 251	225	222	25	150 - 250	193	194								
Female	8	140 - 160	143	144					8	140 - 160	143	144								
40 - 99 Male	31	160 - 250	200	204	9	160 - 250	180	193	22	184 - 250	200	208								
Female																				
100 - 399 Male	11	195 - 234	234	223					11	195 - 234	234	223								
Female																				
400 + Male	6	195 - 251	232	227					6	195 - 251	232	227								
Female																				
Summary Male	91	143 - 251		207	24	160 - 251		211	64	150 - 251		207								
Female	8	140 - 160		144					8	140 - 160		144								

Definition Packs merchandise which is sold in less than factory pack quantity. Prepares packing list showing contents and weight of each package.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 68. WAREHOUSE RECEIVING CLERK.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	74				28				33				9							
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	56	160 - 315	209	211	18	160 - 315	226	226	29	150 - 283	200	207	6	185 - 244	200	198				
Female																				
40 - 99 Male	41	150 - 303	230	233	13	160 - 282	220	236	22	152 - 303	250	240	5	195 - 230	210	209				
Female																				
100 - 399 Male	12	195 - 316	219	241	1	225		225	8	195 - 260	212	218	2	*						
Female																				
400 + Male	41	217 - 325	260	264	10	230 - 295	271	268	31	217 - 325	260	262								
Female																				
Summary Male	150	150 - 325		234	42	160 - 315		239	90	150 - 325		216	13	185 - 244		226				
Female																				

Definition Receives incoming shipments from all types of carriers. Checks items received against expense bills noting any shortages or damage. Opens of Duties: packages and lists contents on receiving report forms and performs other clerical duties incidental to recording receipt of merchandise.

MONTHLY SALARY AND WAGE RATES

POSITION 69. WAREHOUSE SHIPPING CLERK.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	103				30				57				10				6			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	85	150 - 325	225	226	19	172 - 282	227	234	48	150 - 325	225	230	9	170 - 275	234	221	9	160 - 252	185	192
Female																				
40 - 99 Male	60	140 - 309	242	234	26	145 - 309	244	243	32	185 - 293	230	231	1	180		180	1	140		140
Female																				
100 - 399 Male	13	207 - 325	248	257					12	207 - 325	241	252	1	316		316				
Female																				
400 + Male	8	152 - 285	265	246					8	152 - 285	265	246								
Female																				
Summary Male	166	140 - 325		232	45	145 - 309		239	100	150 - 325		234	11	170 - 316		226	10	140 - 252		187
Female																				

Definition Assembles customers packed orders as received from packing rooms. Prepares bills of lading from packing lists supplied by packers. Checks of Duties: orders onto trucks or drays and obtains driver's receipt for same. Performs other clerical functions pertaining to shipping.

MONTHLY SALARY AND WAGE RATES

POSITION 70. WAREHOUSE STOCKMAN OR FLOORMAN.

Firms Reporting		ALBERTA 90				CALGARY 30				EDMONTON 44				LETHBRIDGE 11				MEDICINE HAT 5			
		No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)			\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39	Male	68	140 - 390	252	262	23	149 - 390	250	257	34	173 - 385	267	276	8	190 - 303	224	234	3	140 - 300	240	227
	Female	2	130 - 225		178	2	130 - 225		178												
40 - 99	Male	35	150 - 385	266	259	9	250 - 385	310	311	22	150 - 379	223	241	3	200 - 275	225	233	1	275		275
	Female																				
100 - 399	Male	17	173 - 390	261	263					12	234 - 390	268	280	1	290		290	4	173 - 243	206	207
	Female																				
400 +	Male	36	200 - 335	258	259	14	200 - 335	250	259	22	210 - 334	264	259								
	Female																				
Summary	Male	156	140 - 390		261	46	149 - 390		268	90	150 - 390		264	12	190 - 303		238	8	140 - 300		223
	Female	2	130 - 225		178	2	130 - 225		178												

Definition Responsible for stock of merchandise in one area or department. Stores new merchandise in proper location as it arrives. Fills orders of Duties: for immediate order department. May supervise one or more warehousemen assisting him.

MONTHLY SALARY AND WAGE RATES

POSITION 71. WAREHOUSEMAN.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	69				20				38				7				4			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	123	125 - 325	228	229	37	130 - 290	231	243	69	150 - 325	227	230	9	135 - 232	200	187	8	125 - 235	212	207
Female																				
40 - 99 Male	106	147 - 285	239	221	75	160 - 265	239	231	30	160 - 285	185	197	1	147		147				
Female																				
100 - 399 Male	13	180 - 275	220	214					10	180 - 275	207	209	2	225 - 238		232	1	234		234
Female																				
400 + Male	29	217 - 335	257	256	11	217 - 273	230	240	18	225 - 335	276	268								
Female																				
Summary Male	271	125 - 335		228	123	130 - 290		236	127	150 - 335		226	12	135 - 238		191	9	125 - 235		210
Female																				

Definition Stores merchandise in bins and shelves, moves merchandise from surplus stocks to bins, fills orders and does other similar tasks under
of Duties: direction of stockman.

MONTHLY SALARY AND WAGE RATES

POSITION 72. WAREHOUSE STOCKTAKER.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	17	195 - 400	235	255	5	210 - 336	235	293	9	175 - 400	238	249								
Female	3	180 - 217	195	197	3	180 - 217	195	197												
40 - 99 Male	13	145 - 304	225	238	6	190 - 269	238	256	6	175 - 304	222	235								
Female																				
100 - 399 Male	11	207 - 390	234	265					11	207 - 390	234	265								
Female																				
400 + Male																				
Female																				
Summary Male	41	145 - 400		252	11	190 - 336		273	26	175 - 400		252								
Female	3	180 - 217		197	3	180 - 217		197												

Definition Takes periodic warehouse inventory, maintains stock books and performs related duties.
of Duties:

MONTHLY SALARY AND WAGE RATES

POSITION 73. ELEVATOR OPERATOR.

Firms Reporting	ALBERTA				CALGARY				EDMONTON				LETHBRIDGE				MEDICINE HAT			
	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average	No. Employed	Range	Median Rate	Weighted Average
Size of Firm (Based on total number employees)		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$		\$	\$	\$
1 - 39 Male	3	185 - 254	238	226					2	185 - 238		212								
Female																				
40 - 99 Male	1	171		171																
Female	1	139		139																
100 - 399 Male	3	220 - 238	220	226					2	220		220								
Female																				
400 + Male	6	173 - 260	230	225					3	230 - 234	230	231								
Female																				
Summary Male	13	171 - 260		221					7	185 - 238		222								
Female	1	139		139																

Definition Operates large freight elevator in either shipping or receiving departments. Moves incoming merchandise from receiving department to upper of Duties: floors, or packed orders from packing rooms to shipping department.

